

# Oldham Photographic Society (OPS)

## Code of Conduct

### Introduction

The Object of the Society is to associate its members for the purpose of mutual assistance in all matters pertaining to photography. We have a commitment to host each meeting in an environment that is welcoming and thrives on friendship, co-operation and mutual assistance. We expect everyone present at meetings to be treated with courtesy and respect. This is what holds us together and helps to make us so successful.

We accept that, when bringing together people from all kinds of backgrounds with differing needs, sometimes problems can occur. On the very rare occasions that the behaviour of a member or members is not in accordance with this culture of mutual assistance, and/or is detrimental to the interests of other members, they may be reminded that the Society's Constitution states, in Clause 7(c):

*"The Society, through its Council, may terminate the membership of a member having acted in a manner considered to be detrimental to the interests, well-being and welfare of the Society or not in accordance with conduct normally expected of a Society Member. Any member whose membership is so terminated shall be notified in writing and shall have the right to appeal against the decision within one month."*

There are very few cases in which the termination of membership would be necessary. We do not want to upset the balance of the natural goodwill and ability of members to have fun and enjoy their membership with the need to adhere to some basic rules of behaviour.

Of course, there will be occasions when members will have a difference of opinion, or feel that they have not had sufficient opportunity to take part in activities, or disagree with some rule imposed by the Council. At all times, however, members are expected to behave with tolerance and self-restraint in accordance with the following Code of Conduct:

### 1 Code of Conduct

- 1.1 Members must act in the interest of the society as a whole.
- 1.2 Members must treat each other, and visitors to the society, with courtesy and respect at all times.
- 1.3 When a meeting is being addressed by any person, e.g. the President, a member of Council, a lecturer or judge, it is expected that this will not be interrupted by members talking amongst themselves, in a way that it becomes intrusive.
- 1.4 A member having any grievance must not bring that up during a weekly meeting, but must report it to a Council member afterwards, so that a solution can be found.
- 1.5 When a disagreement occurs between members at a meeting, self-restraint will be exercised at all times. Raised voices and personal insults will not be tolerated.
- 1.6 Abusive, offensive or discriminatory language, intimidating or violent behaviour will not be tolerated at any time.

## 2 Infringement

- 2.1 In the event of an incident occurring at a meeting that is not in line with our code of conduct, the President (or a Council member assigned) will attempt to restore order.
- 2.2 Members will desist from argument or any disruptive behaviour if asked to do so by the President (or a Council member assigned).
- 2.3 In the event that order cannot be restored, the President (or a Council member assigned) will ask the member(s) in question to leave the meeting.
- 2.4 If a member or members are asked to leave the meeting and refuse to do so, the President (or a Council member assigned) will decide whether to adjourn or close the meeting. The incident will be discussed at a meeting of the Council, who will decide whether the member(s) will have their membership terminated in accordance with Clause 7(c) of the OPS Constitution (see introduction section), or whether to issue a warning.
- 2.5 Termination of membership in extreme or repeated cases of infringement of the Code of Conduct will be made in accordance with Clause 7(c) of the OPS Constitution. A process of mediation will be allowed. In the event of termination of membership, the member will have the right of appeal within one month. The Council will then appoint an independent subcommittee to hear the appeal and report back to Council.
- 2.6 In the event of the termination of membership, the member may apply to the Council for the return of a pro-rata portion of the annual membership fee.
- 2.7 In the case of reported physical, mental or emotional harm being caused to another member, the Oldham PS Protection Policy will be followed.

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